Northwest Territories Canada

Equality for Women

A Five-year Plan of Action 1985 - 89

Equality for Women
A Five-Year Plan of Action
1985-89

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Northwest Territories Minister Responsible for Status of Women

June 1985

As this year marks the end of the United Nations Decade for Women, the Government of the Northwest Territories has reviewed its achievements in the area of equality for women and found there is still much to be done.

Our review, conducted using the United Nations Questionnaire to Governments, found that while some progress has been made, in many areas of its jurisdiction the G.N.W.T. has yet to meet the world standards of women's equality set out in international agreements.

During the past decade this Government's concern for status of women issues has been included in overall political development as the Northwest Territories moves toward responsible government.

Although a G.N.W.T. Committee on the Status of Women was established as early as 1973, it was not until 1982 that a minister was appointed to be responsible for the status of women. In 1983 the Government established an Advisory Council on the Status of Women and a Women's Secretariat. In 1984 the major focus for the G.N.W.T. on women's issues was studying the serious problem of spousal assault. A special task force was established and it has already submitted an interim report with some 100 excellent recommendations - to which we have already begun to respond.

In keeping with the progress we have begun to make, and to mark the end of the Decade for Women, this Government is announcing a renewed commitment to achieving equality for the women of the N.W.T. This Five-Year Action Plan for Women, developed with the Advisory Council on the Status of Women, establishes a policy framework and commits the government to specific actions. The six priority areas are: Integrating Status of Women Concerns into G.N.W.T. Plans, Policies and Programs, Employment, Education, Health, Women in Public Life, and Legislation.

Within the Action Plan, items are divided into three groups: Immediate Action, Legislative Review and Future Consideration. The first group of items will be undertaken by the Government without further review. The second will be reviewed as legislative proposals by the Executive Council and Legislative Assembly. Future Consideration items will be reviewed by the Executive Council once it has received proposals from its departments. The proposals will identify financial, legal and program implications.

Government of the Northwest Territories, Yellowknife, N.W.T. Canada X1A 2L9 Telex 034-45538

The Policy

POLICY ON EQUALITY OF WOMEN AND MEN IN N.W.T.

Policy

The Government of the Northwest Territories supports international conventions on the elimination of all forms of discrimination against women to which the Government of Canada is party, and is committed to the fundamental rights, freedoms and guarantees of equality set out in Canadian and Northwest Territories statutes. This government will actively support and encourage the participation of women on an equal basis with men in all aspects of society in the Northwest Territories.

Principles

1. Objectives identified by the international conventions to which Canada is a party provide a standard for equality for women in the N.W.T.

2. The objectives and programs of G.N.W.T. should be consistent with these world standards.

3. Priorities established for UN Decade for Women: Integrating Status of Women Concerns into G.N.W.T. Plans, Policies and Programs, Employment, Education, Health, Women in Public Life, and Legislation should be recognized in government action plans.

4. As women represent half of the population, concern for the equality of women must become integral to programs undertaken by government as well as promoted through the ministry responsible for the status of women.

5. The government may undertake special affirmative action programs in accordance with human rights legislation.

6. Equal opportunity for the development of the human potential of both men and women is a benefit to society as a whole and is the responsibility and concern of individual men and women, government and non-governmental organizations.

7. Government should neither force women or men to stay in traditional roles nor pressure them to move out of these. Each individual should have the freedom and opportunity to make an informed choice about lifestyle.

DIRECTIVE

Scope

This policy provides direction to all departments and agencies of the Government of the Northwest Territories with responsibilities affecting the equality of men and women in the Northwest Territories as identified in international conventions which the Government of the Northwest Territories has adopted or will adopt from time to time.

Definitions

1. Action Plans for Women

   Plans outlining actions to be taken, the reasons for each action, how it will be implemented, by whom, when, and the method by which it will be monitored.

Provisions

1. Authority and Accountability

   (a) Executive Council

   (i) approves policies, strategies and plans developed and put forward from time to time by the Minister Responsible for the Status of Women and government departments and agencies related to equality of men and women.

   (b) Financial Management Board

   (i) approves the funding for programs put forward by government departments and agencies related to the equality of men and women.

   (c) Minister Responsible for Status of Women

   (i) recommends strategy to Executive Council on issues affecting the status of women including overall government action plans for equality of women.

   (ii) recommends legislation related to equality of men and women in conjunction with the minister responsible for the administration of the legislation recommended.

(iii) reviews and advises on policy objectives and programs of departments and agencies which affect status of women.

(iv) reviews progress reports of departments implementing approved action plans.

(v) represents the Executive Council on status of women issues to external agencies, or recommends to the Government Leader an alternative minister responsible for the particular program area under discussion, if deemed appropriate.

(vi) reports to Legislative Assembly on issues affecting status of women, including a tabled annual report.

(vii) consults with Advisory Council on Status of Women at least semi-annually and reports to them on progress in implementing action plans.

(d) Ministers of Departments and Agencies

(i) recommend to Executive Council and the Financial Management Board, programs in accordance with overall policy and action plans.

(ii) report to Minister Responsible for Status of Women on progress on 5 year action plan, semi-annually.

(iii) consider status of women issues in policies and programs recommended to Executive Council in their area of responsibility.

(e) Deputy Ministers, Regional Directors, President of N.W.T.H.C., Territorial Statistician

(i) direct implementation of policy and action plan items for which their department/region is responsible.

(ii) instruct staff to identify additional program delivery implications for women and adjust programs consistent with the policy.

(iii) may consult with Executive Director of Status of Women Secretariat on issues affecting the status of women in their department's/region's programs.

(iv) develop reports on progress of Action Plan items for which they have been designated responsibility.

(v) ensure proposals to Executive include implications on status of women.

(f) The Advisory Council on the Status of Women

(i) reviews and recommends to the Minister Responsible for Status of Women action plans, policies, programs and legislation to promote the status of women.

(ii) monitors progress on action plans by reviewing semi-annual reports of government departments and agencies to the Minister Responsible for the Status of Women.

(iii) undertakes duties and functions as identifed in the Ordinance to Establish an Advisory Council on the Status of Women as follows:

- advises the Executive Member on matters relating to the status of women that are referred to the Advisory Council for its consideration.
- advises the Executive Member on matters relating to the status of women that it deems appropriate.
- receives and hears petitions and suggestions concerning the status of women.
- recommends and undertakes appropriate research on matters concerning the status of women.
- recommends and participates in programs concerning the status of women.
- publishes reports, studies and recommendations as it deems advisable.
- furnishes the public with information on matters concerning the status of women.
- recommends policies, programs and legislation to promote the status of women.
- submits reports to Executive Member for presentation to the Legislative Assembly.
- assist the Executive Member in developing public awareness of the status of women.

(g) Executive Director of Status of Women Secretariat

(i) supervises preparation of G.N.W.T. action plans for women in consultation with the Minister Responsible for the Status of Women, the Advisory Council on the Status of Women, and government departments and agencies.

(ii) provides advice and assistance to departments in implementation of action plan.

(iii) monitors and develops reports to the Minister Responsible for the Status of Women on progress on implementing action plans.

(iv) provides research support to the Minister on status of women issues.

(v) consults with departmental officials on issues affecting the status of women.

(vi) identifies and briefs Minister on issues affecting the status of women.

(vii) maintains contact with non-governmental and women's groups to ensure that the Minister, the Secretariat and the Advisory Council are fully informed about the concerns of women.

(viii) becomes involved on a inter-governmental and intra-governmental basis in the analysis of legislation, policy, program development and decision-making to the extent that participation is required to ensure that women's views and interests are fully represented and the potential impact on women is considered.

Prerogative of Executive Council

Nothing in this Directive shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take actions with respect to promoting the equality of men and women in the Northwest Territories.

The Action Plan

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Integrating Status of Women Concerns into G.N.W.T. Plans, Policies and Programs

Group	Action Item	Responsibility Centre	Timing	ACSW * Priority
Immediate Action	1. Policy on Equality of Women and Men in N.W.T.	Women's Secretariat	Immediately	1
	2. Executive Documents to Include Implications on Status of Women	Priorities & Planning Secretariat	June, 1985-1989	1
	3. Statistical Data on Women	Statistics Bureau Departments with Action Plan Items	Immediately to 1989	2
Future Consideration	1. Resources of Women's Secretariat	Women's Secretariat	July, 1985	1

* ACSW - Advisory Council on the Status of Women.

ACTION PLAN

Priority: Integrating Status of Women Concerns into G.N.W.T. Plans, Policies and Programs.

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action 1. Policy on Equality of Women and Men in N.W.T. To develop a policy and directive as a departmental guideline for promoting equality of men and women by G.N.W.T.	Policy is required to identify standards and framework for departments and Women's Secretariat regarding Status of Women issues.	Policy will be developed for Executive Council review at same time as Action plan is reviewed.	Women's Secretariat in consultation with departments.	Immediately	1
2. Executive Documents to Include Implications on Status of Women Departments & other G.N.W.T. agencies to be required to include in Executive discussion and decision papers a section on Implications on Status of Women.	To ensure an integrated approach to status of women concerns, new policies and programs should be scrutinized for impact on Status of Women. - level of awareness of departmental officials will be raised. - Liaisons with Women's Secretariat in policy and program development enhanced.	Women's Secretariat will develop a checklist for considering Status of Women issues. Priorities and Planning Secretariat will distribute the checklist with handbook on completing Executive Council documents. Women's Secretariat to be consulted on issues affecting Status of Women.	Women's Secretariat Priorities and Planning Secretariat G.N.W.T. Departments and Agencies	June, 1985-1989	1

ACTION PLAN

Priority: Integrating Status of Women Concerns into G.N.W.T. Plans, Policies and Programs.

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Statistical Data on Women To enhance quantity of reliable statistical data on equality of men and women in the N.W.T.	Good, current, statistical data for N.W.T. on equality issues is a general requirement for problem identification and monitoring.	Statistics Bureau to consult with Women's Secretariat regarding value of specific statistical tabulations requested by departments to also include sex as a variable. Government departments to keep statistics by sex in areas of action plan priority.	Statistics Bureau Women's Secretariat All departments with action plan items.	Immediately -1989	2
Future Consideration 1. Resources of Women's Secretariat To examine resources of Women's Secretariat to meet objectives adequately.	Two staff members are unlikely to be sufficient to perform functions of Women's Secretariat.	Develop proposal for any new staff requirement for Executive review.	Women's Secretariat	July, 1985	1

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Employment

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Immediate Action	1. Child Care - Tax Deduction Lobby	Minister Responsible for Status of Women	1985	1
	2. Vocational Training - Equal Oportunity	Department of Education	1985-89	2
	3. Equal Pay for Work of Equal Value - Internal Checks	Department of Personnel	1985-89	3
	4. Personal Harassment Procedure	Department of Personnel	1985	3
	5. Women on Selection Boards	Department of Personnel	1985-89	3
	6. Job Sharing	Department of Personnel	1985-89	3
	7. Part-Time Work Benefits	Department of Personnel	1985	3
	8. Promotion Campaign for Encouraging Women to Start Small Businesses	Women's Secretariat	1985-86	N/A
Legislative Review	1. Maternity Leave Guaranteed	Department of Justice & Public Services	1987	2
	2. Parental Leave in Legislation Examined	Department of Justice & Public Services	1987	2
	3. Domestic Labour Protection	Department of Justice & Public Services	1987	2
Future Consideration	1. Child Care Policy and Program	Department of Social Services	1985 for 1986-87 funding	1
	2. Affirmative Action for Women in G.N.W.T.	Equal Employment Directorate	1986-89	1
	3. Equal Pay for Work of Equal Value-Reclassification	Department of Personnel	1988-89	1

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FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Employment

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Future Consideration (continued)	4. Child Care Training Program	Department of Education	1985	1
	5. Secretarial Arts As a Trade	Trades Qualification Board. Minister of Education	1985	2
	6. Labour Demand Projections	Department of Education	1985	2
	7. Native Language Bonuses	New Language Bureau	1985	3
	8. Encouraging Union Participation	Department of Personnel	1985-87	3
	9. Improved Facilities for Craft & Cottage Industries (incl. Sewing Centres)	Department of Economic Development & Tourism	1985	N/A

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action					
1. Child Care - Tax Deduction Lobby To lobby the federal government to revise tax legislation to enable deduction of full cost of child care as an employment expense, for tax purposes.	The standard deduction of $2,000 per child is insufficient to cover day care expenses. Actual day care expenses for full-time care are $4,000 to $5,500 a year per child in Yellowknife. This is an indication of day care expenses in the N.W.T.	Standard lobby procedures by Minister Responsible for Status of Women should be undertaken.	Minister Responsible for Status of Women	1985	1
2. Vocational Training - Equal Opportunity To ensure vocational courses at Thebacha College provide equal opportunities for women and men to receive training by actively recruiting women for training for non-traditional occupations and new technical fields, and by offering courses in which women have a traditional interest.	Thebacha College is the only source of vocational training in the N.W.T. Women and men should have an effective equal opportunity for training there.	Methods of recruiting people for training in non-traditional occupations should include attention to recruiting women. The balance between men and women at Thebacha College should be monitored.	Department of Education	1985-1989	2

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Equal Pay for Work of Equal Value - Internal Checks In G.N.W.T. Until such time as research on methods of implementing equal pay for work of equal value is sufficient to embark on full implementation of a government-wide program, to undertake additional internal checks between categories of employees as to skill, effort, responsibility and working conditions required in positions to ensure equal pay for work of equal value. Particular attention to be paid between categories dominated by women and those dominated by men.	Classification of employees is undertaken in such a way that careful attention is paid to the relative complexity of jobs within categories. eg. clerical. Pay levels established are related to market pay levels for that category. Some internal checks between categories are undertaken on the principle of equal pay for work of equal value. Additional checks would enhance comparisons between categories.	Increasing the number of cross-checks between categories of employees particularly between those dominated by women and those dominated by men. For example, the Interpreter Corp. should receive early attention in the action item.	Department of Personnel in consultation with the Equal Employment Directorate	1985-1989	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4. Personal Harassment Procedure To develop a personal harassment procedure for the G.N.W.T.	Victims of personal harassment can be both men and women. However, sexual harassment is most frequently perpetrated by males on female subordinates or colleagues. Such behaviour should not be tolerated by an employer as it undermines the work performance and human rights of the victim. An internal procedure is more effective in protecting women than presenting cases to the Human Rights Commission. This item was requested in 1979 Action Plan presented to the Executive following a Women's Conference in Yellowknife. Such a procedure would also cover harassment based on other factors such as racial bigotry.	This procedure should be developed in consultation with the employee unions.	Department of Personnel	1985	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
5. Women on Selection Boards To provide for participation of women on selection boards for all openings in the public service, wherever practical.	The presence of women on selection boards provides a positive image of the career potential of women in the organization and assists in ensuring women are given equal opportunity on competitions.	The G.N.W.T. has 6 women staffing officer at present. 4 in regions and 2 at Headquarters. A women on every selection committee should be a goal of Personnel.	Department of Personnel	1985-1989	3
6. Job Sharing To examine jobs in G.N.W.T. for job sharing potential and advertise suitable positions open to job sharing proposals.	Job sharing assists women and men to combine career and family responsibilities in more challenging positions.	Assess new openings for job sharing in consultation with client departments. Advertise positions appropriately.	Department of Personnel	1985-1989	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
7. Part-time Work Benefits To develop a consistent approach to benefits of part-time employees in G.N.W.T. ensuring benefits are equivalent to pro-rated benefits of full-time employees where possible.	Most part-time workers with the government are women. Benefits of part-time workers are less than those of full-time workers.	Review existing practices and upgrade standards where required through the collective bargaining process.	Department of Personnel	1985	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
8. Promotion Campaign to Encourage Women to Start Small Businesses To launch a promotional campaign to improve the representation of women as owners of private businesses.	The 1981 Census showed women comprise only 22% of the self-employed and own account workers in the N.W.T. Women have the potential to create employment for themselves and others to economic benefit of the N.W.T. and themselves. Awareness of this option should be increased.	The promotional campaign should encourage women to enter small business by: 1) Increasing awareness of women of business as an employment option. 2) Identifying financing programs: E.D.A., Special A.R.D.A., Small Business loan funds, F.B.D.B. and chartered banks. 3) Identifying courses and workshops available to assist small business owners and managers. The Women's Secretariat will apply for E.D.A.	Women's Secretariat	1985-1986	N/A

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
		funding available for human resource development. If approved the Secretariat will co-ordinate the promotional campaign with assistance from the Department of Economic Development, women's groups, and the Department of Information.			

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACS# Priority
Legislative Review					
1. **Maternity Leave Guaranteed** To revise legislation guaranteeing women the right to maternity leave.	The N.W.T. is the only jurisdiction in Canada which does not guarantee the right to maternity leave in legislation. Maternity leave has been negotiated by most major employee unions.	Legislation should be prepared in conjunction with rewriting of the Labour Standards Act.	Department of Justice & Public Services	1987	2
2. **Parental Leave Examined** To study implications of legislating rights regarding parental leave, including practices in other countries and Canadian jurisdictions.	UN documents identify a social responsibility for the care of children, as well as the equal responsibility of parents. The implications to employers, and conditions under which, parental leave should be a right need to be addressed.	Results of this study and recommendations should be reviewed by the public and the Advisory Council and legislation put forth, if appropriate, for changes to the Labour Standards Act in conjunction with the rewriting of this legislation.	Department of Justice & Public Services.	1987	2

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Domestic Labour Protection To review labour legislation to consider inclusion of protection of domestic labour in the context of N.W.T. circumstances.	The need for protection of domestic labour in legislation is identified in international documents which establish world standards for women. Most domestic labour is female. Few people are employed in this area in the N.W.T.	The implications in the N.W.T. of including domestic labour in the Labour Standards Act should be studied and recommendations reviewed in conjunction with other revisions to the Labour Standards Act.	Department of Justice and Public Services	1987	2

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Future Consideration 1. Child Care Policy and Program To develop a policy and funding proposal on child care in N.W.T. which will address: 1) the need for day care facilities in each community, 2) the role of G.N.W.T. to effectively meet this need through: a. provision of facilities, b. operating subsidies, c. provision of qualified workers, d. development of standards for day care; 3) child care needs of youth as well as pre-schoolers.	Day Care is a pre-requisite for many women with small children to consider employment. Economic necessity has forced some women in N.W.T. to rely on very unsatisfactory solutions to meet child care needs which may well produce social problems in a few years. The G.N.W.T. role in child care has been limited to a Day Care Subsidy to parents with demonstrated need and some support of facilities. Approximately 40 parents annually receive such subsidies. The program is not given wide publicity.	Through research in N.W.T. and participation in the national working group on child care, proposals will be developed for Executive Council Approval.	Department of Social Services	1985 for 1986/87 budget allocation	1

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
	The lack of facilities further reduces demand for subsidies. A Parliamentary Task Force on child care has been proposed, because of the immensity of the problem in Canada. It is time the G.N.W.T. gave priority to solving this vital social problem in the N.W.T.				

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
2. Affirmative Action for Women in G.N.W.T. To develop an affirmative action program for women with emphasis on their participation at higher, decision-making levels and in non-traditional occupations. The program should include hiring, training and promotion components.	Women comprise 46% of G.N.W.T. workforce. 68% of all women are in the support staff grouping. Rates of increase in female participation in decision and policy making positions are unacceptably low. Employment statistics for 1983 indicate native women are entering the G.N.W.T. in lower paying positions than native men following the same trends as non-native men and women. To include women and the handicapped in affirmative action as early priorities will enhance the support for the entire program of affirmative action.	Proposal to be developed by Equal Employment Directorate to take advantage of any economies in combining the three disadvantaged groups: natives, women and handicapped.	Equal Employment Directorate	April, 1986-1989	1

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Equal Pay for Work of Equal Value - Reclassification To consider undertaking reclassification of Government of the Northwest Territories positions based on the principle of equal pay for work of equal value, using new classification methods developed.	Equal pay of work of equal value is guaranteed in statutes and human rights codes as well as United Nation Conventions. Classifications of positions should reflect this.	Ongoing research on state of the art of implementing this principle should be undertaken by Department of Personnel. When workable methodologies have been developed, by other organizations, G.N.W.T. should consider undertaking a major reclassification, of its establishment using these new methods.	Department of Personnel	1988/ 1989	1

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4. Child Care Training Program To develop a child care workers program through Thebacha College for field delivery.	Qualified workers in child care are currently required in existing facilities. To implement a policy which will increase child care facilities, qualified workers will need to be found. Field delivery may be most suitable to ensure more communities have an opportunity to train local residents.	Program content and delivery method to be developed. If additional resources are required Financial Management Board approval will be required.	Department of Education in consultation with Department of Social Services, CEIC, and Women's Secretariat.	1985	1

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
5. Secretarial Arts as a Trade To consider the designation of secretarial arts as a trade.	The apprenticeship approach to secretarial arts would provide on-the-job training, longer training, and financial assistance from CEIC. A three-year course would produce a certified secretary. Prince Edward Island has developed such a course. This will open up apprenticeship opportunities in a traditional female occupation.	The implications, program and financial, should be identified and appropriate reviews undergone.	Trades Qualification Board Minister of Education	1985	2

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
6. Labour Demand Projections To develop labour demand projections for the N.W.T.	Basic labour demand information for the N.W.T. is required so that women and men can make informed choices about training opportunities for northern employment and the G.N.W.T.'s investment in training courses and financial assistance to students results in maximum benefit to the Northern economy. CEIC has requested provinces to undertake these studies on a regional basis.	Labour demand surveys should be undertaken to project the number and kind of jobs in each community likely to open over the next five years. Specific proposals for developing these projections should be presented to the Executive Council and financial implications identified.	Department of Education	1985	2

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
7. Native Language Bonuses To examine providing a special language bonus to employees with fluency in a native language.	Persons with fluency in native languages are frequently called upon to provide communication services regardless of their regular duties. The service is not compensated for in regular salary scales. The positions in which women traditionally work and the generally lower wage scale assigned to those positions make recognition of this contribution an equality issue and an appropriate interim step in implementing equal pay for work of equal value in the N.W.T. This is consistent with priorities in the G.N.W.T. proposal to the Federal Government Enhancement of G.N.W.T. Native Language Services May, 1984	The financial and policy implications of this item should be studied in connection with the native language policy and programs under development and presented for Executive Council review.	New Language Bureau and Department of Personnel	1985	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
8. Encouraging Union Participation To encourage women to influence working conditions in G.N.W.T. by active participation in their union by considering extended lunch hours 4 times annually for union meetings to N.W.T.P.S.A. employees.	Family responsibilities discourage working women from attending meetings in the evenings. Many women are unaware of how collective bargaining influences the kinds of benefits they receive. Many women would attend meetings if they occurred during office hours.	Commissioner, as Executive Member Responsible for Personnel, to include this item in the NWTPSA-G.N.W.T. collective bargaining process. Attendance by sex would be monitored for two years and effectiveness of this measure evaluated. Extension of lunch hours not to exceed one hour per meeting.	Commissioner	1985-1987	3

ACTION PLAN FOR WOMEN

Priority: Employment

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
9. <u>Improved Facilities for Craft and Cottage Industries (incl. Sewing Centres)</u> To consider alternative ways of addressing the need for additional and improved facilities for use in the craft and cottage industries (including Sewing Centres) in the communities in the N.W.T.	The lack of facilities in some communities and the poor condition of facilities in others is a major problem affecting the productivity of the craft and cottage industry in the N.W.T. In addition to the economic affects, poor facilities affect the working conditions of the workers. Large numbers of these workers are women.	The Department of Economic Development & Tourism will examine alternative ways of addressing this problem including the use of special programs such as the Economic Development Agreement (E.D.A.) and Special A.R.D.A. and existing Economic Development programs. If required, a program and funding proposal will be developed for Executive Council and Financial Management Board (F.M.B.) review.	Department of Economic Development & Tourism	1985	N/A

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Education

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Immediate Action	1. Sex Stereotyping in Curriculum Reviewed	Department of Education	1985-89	2
	2. Math and Science Emphasis	Department of Education	1985-89	2
	3. Women's Resource Materials in High School Libraries	Department of Education	1985-89	2
	4. More Higher Education Courses Available	Department of Education	1985-89	2
Future Consideration	1. Non-Sexist Guidance Counselling	Department of Education	1985-89	1
	2. Literacy Promotion & Upgrading	Department of Education	1985	1
	3. Women's Resource Sections in Public Libraries	Department of Justice & Public Services	1985	2

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action					
1. Sex Stereotyping in Curriculum To review textbooks for sex stereotyping when books are being revised or reviewed for curriculum purposes. Any new curriculum should be free of sex stereotyping before it is approved.	Curriculum materials have an impact on socializing boys and girls and developing their self-images. Sex stereotyping limits both boys and girls by associating their sexual identify with passive (girl) or active (boy) activities.	Sex stereotyping review should be one more criteria for approval of curriculum material. This will be implemented in a manner sensitive to traditional cultural values.	Department of Education	1985-1989	2
2. Math & Science Emphasis To direct the Department of Education to promote teaching methods and expectations which encourage girls to obtain the necessary pre-requisites in math and science for careers in technological and non-traditional occupations.	Most non-traditional occupations have emphases on math or science skills particularly in new technological fields. Girls are frequently not encouraged in these areas and find themselves without the pre-requisites for further training.	The Math and Science Specialist should make a special effort to provide materials to math and science teachers on methods of encouraging girls to take an interest in these subjects.	Department of Education	1985-1989	2

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Women's Resource Materials in High School Libraries To ensure that in libraries in high schools in the N.W.T. literature is available particularly relevant to special development needs of young women.	The curriculum in N.W.T. high schools is the Alberta curriculum. There are few opportunities for addressing women's equality issues within the curriculum. Brochures on aspects of women in employment, health concerns, and other issues particularly relevant to adolescent girls, their sexuality, their aspirations and the importance of staying in school should be available.	A small section of the library would be devoted to such literature. The Women's Secretariat could act as a resource centre for names and addresses for particular materials, and copies of some materials.	Department of Education	1985-89	2

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4. Higher Education Courses Increased availability of government co-ordinated higher education courses in communities.	Statistics indicate that 3 times as many men as women apply for education leave and only half of the applications are accepted. This indicates: 1) As a retraining and upgrading option, education leave is not as practical for women as men. 2) All needs in this area are not met. A few courses are offered each year in Yellowknife, using a teleconferencing seminar format. Women and men are enrolled in equal numbers this year. The number and variety of courses offered should be increased and tele-conferencing extended to other communities.	Higher education courses do no need to be subsidized for direct costs, but fees based on a user pay principle. The number of courses offered is very limited due to the unavailability of facilities appropriate for class teleconferencing. Future priority should be given to development of Adult Education Centres in major communities, including Yellowknife which would provide a full range of adult education programs. However interim measures should include making government boardrooms available for such classes.	Department of Education	1985-1989	2

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Future Consideration 1. Non-Sexist Guidance Counselling To upgrade guidance counselling in high schools from the following perspectives: 1) All high schools in the N.W.T. have an adequate program of guidance and career counselling. 2) Measures be taken to ensure non-sexist career guidance counselling for female students.	Appropriate career guidance to female students regarding the realities of the changing work world for women and their likely participation and prospects in the workforce is essential if women are going to make informed choices about careers. The need for economic independence and career planning with or without marriage should be emphasized if women are going to avoid the poverty and dead-end jobs currently experienced by many single-parents, and divorced and widowed women.	1. Adequate provision for guidance and career counselling staff should be made. 2. Non-sexist guidance counselling of young women be enhanced by: a) Guidance counsellors be advised of the importance of non-sexist career counselling for female students in improving the status of women. b) Material on career counselling of young women be made available to guidance counsellors. c) The appropriateness of	Department of Education	1985-1989	1

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
	Such counselling also benefits society through the development of the potential of all its human resources. Demands for better career counselling in schools have been made in the Legislative Assembly.	career guidance computer software such as "Choices" be assessed for each high school and employed where appropriate. d) An annual workshop for guidance/career counsellors be held each year for the next five years including topics relevant to the special counselling needs of young women. If additional resources are required submissions should be made in the normal manner.			

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
2. Literacy Promotion & Upgrading To develop methods and implement programs of promoting basic literacy through special community based programs which systematically upgrade students to qualify for Basic Upgrading sponsored by CEIC.	The 1981 Census showed 37.4% of the female population over 15 has less than Grade 9, compared to 34.4% of the male population. Although figures for less than Grade 7 are not available, many women and men are below this minimum level to qualify for basic upgrading for employment sponsored by CEIC.	These programs should address literacy of both men and women. Literacy needs assessment should be undertaken and appropriate methods of providing opportunities for people to become literate and qualified for CEIC-sponsored upgrading recommended for each community. Non-governmental organizations, such as the Native Women's Association, may be consulted in this area. Allowances for students should be considered to encourage students and underline value of the program.	Department of Education	1985	1

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Women's Resource Sections in Public Libraries To develop Women's Resource Sections in public libraries in N.W.T.	Well profiled and selected materials for independent study in libraries would be a realistic method of providing women with the information needed to cope with changing roles and attitudes and special needs of women. An outreach program of speaker support, workshops, film programming and bibliography production would further enhance this alternative education function of the library.	A small well-marked section of libraries would be stocked with a variety of literature on women's issues from pamphlets to books and other items of special interest to women. Outreach programs could be undertaken. The program should be piloted in one or two regions. Additional staff maybe required for active program component. Funding for this project may be available from the Secretary of State to local library societies. Re-adjustment in library priorities	Department of Justice & Public Services	1985	2

ACTION PLAN FOR WOMEN

Priority: Education

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
		may also enable this to be undertaken. If additional funding is required, a request would be made to the F.M.B. in the normal manner.			

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Health

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Immediate Action	1. Health - Self-Help Groups Promoted	Department of Health G.N.W.T. Offices in Communities	1985-89	1
	2. Encourage Communities to Regulate Pornography	Minister Responsible for Status of Women	June, 1985	1
	3. Lobby Against Pornography in Media	Minister Responsible for Status of Women	1985-89	1
	4. Nutrition & Pregnant Women	Minister for Health	June, 1985	2
	5. Health Promotion Studies - Monitoring Funding	Minister and Deputy Minister of Health	1985-89	2
	6. New School Health Curriculum	Department of Education & Department of Health	1985-86	N/A
Legislative Review	1. Regulation of Videos	Department of Justice & Public Services	1987	1
	2. Health and Safety Regulations	Department of Justice & Public Services	1985	2
Future Consideration	1. Spousal Assault Task Force Recommendations 3 Year Action Plan	Ministerial Committee Minister Responsible for Status of Women	1985	1
	2. Mental Health Program Evaluation	Department of Health	1985-86	1
	3. Alcohol and Drug Abuse Treatment and Prevention for Women	Department of Social Services	1985	2
	4. Research on Women's Issues	Women's Secretariat	1985	2

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action					
1. Health-Self Help Groups Promoted To assist groups working to establish self-help groups on health related issues by: 1) Identifying funding sources from government and charitable foundations. 2) Assisting groups to identify community resource people who can assist in completing requirements for incorporating as a society to receive funding.	Community self-help groups are an essential component of mental health programs in the N.W.T. because of the remoteness of communities and cultural uniqueness. Self-help groups are appropriate to addressing many mental health problems affecting the status of women, including alcohol and drug abuse, teen suicide, family violence, parenting, day care.	The Department of Health is already assuming a limited role. Initiatives in this area should be encouraged as a priority through the Health Resource Centre. G.N.W.T. Offices in communities should assist in identifying community resource people to help with incorporation papers or refer them to the Registrar of Societies in Yellowknife.	1) Department of Health 2) G.N.W.T. offices in communities.	1985-1989	1

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
2. Encourage Communities to Regulate Pornography To encourage communities and residents to use moral suasion in requesting retailers of pornographic materials which violate community standards to cease. Where moral suasion fails, municipalities should be encouraged to establish by-laws under the appropriate section of the Municipal Act to regulate display of materials. Criminal charges should be encouraged where sales violate the Criminal Code of Canada obscenity laws.	In many communities in N.W.T., sale of pornographic literature is a very small part of retailer's business. Ceasing to sell such material should be no hardship. Identification that these materials violate community standards, in many instances, will be sufficient. Municipalities appear to have more power to legislate in matters of display of pornographic literature than provinces or territories.	A letter should be forwarded to all communities and women's organizations in N.W.T. informing them of their powers in this area and the encouragement of G.N.W.T. to act.	Minister Responsible for Status of Women.	June, 1985	1

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Lobby Against Pornography in Media To lobby the federal government to establish stricter regulations regarding the distribution of pornographic materials including the media regulated by CRTC. These regulations should include censorship of materials depicting degradation and violence against women with special attention to sex and violence in combination.	Portrayal of women as sex objects, particularly in degrading and violent circumstances, develops social attitudes towards women which undermine the participation of women in all aspects of society on an equal basis with men. Such depictions are another form of hate literature. There is evidence to indicate that proliferation of this material increases the incidence of violence against women.	The Minister Responsible for Status of Women should take appropriate lobby initiatives: 1) letters to federal ministers responsible. 2) letters to Members of Parliament. 3) support of the Executive Council in this area should be identified.	Minister Responsible for Status of Women.	1985-1989 until issue is resolved	1

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4. Nutrition & Pregnant Women To request Medical Services Branch to place high priority for research on the state of nutrition of pregnant women in the N.W.T. with a view to making recommendations and implementing ways and means of improving the nutritional status of pregnant women.	The affordability of store bought nutritious food in N.W.T. is an ongoing issue, especially for remote communities. Many traditional food practices have been disbanded. Nutritional information may not be an adequate solution to improving the nutritional status to ensure the optimal health of mother and child.	A letter to be forwarded to Medical Services Branch from the Minister Responsible for Health advising of G.N.W.T. concern in this area.	Minister Responsible for Health	June, 1985	2
5. Health Promotion Studies - Monitoring Funding The adequacy of health promotion studies funding should be monitored to meet demands for such funding.	Funding in order of $90,000 is currently available. This may not meet demand for funding.	Review by Department of Health for funding requirements.	Minister & Deputy Minister of Department of Health.	Annual 1985 to 1989	2

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
6. New School Health Curriculum Introduced To introduce the health curriculum currently under development into N.W.T. schools. The curriculum covers all areas of health education including mental and emotional well-being, alcohol and drugs abuse, family life education, and family planning.	Education in schools for prevention of health problems is critical in avoiding both personal suffering and public expense. Many of the areas are particularly important for young women, and are identified in the UN documents as educational needs.	Introduction into the N.W.T. school system in a manner deemed appropriate by the Departments of Education and Health.	Department of Education with support of Department of Health	1985-1986	N/A

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Legislative Review					
1. Regulation of Videos To consider legislation to regulate the sale and rental of videos, and their content and classificaton in a manner similar to that of motion pictures.	Technology has made home videos a new and unregulated media. This media has become a prime concern because of the explicit sex and violence of the content of many videos and the depiction of women in an exploited and degraded manner. Ontario was recently the first jurisdictions in Canada to develop this kind of legislation.	Legislation should be developed using Ontario laws as a model and reviewed in the normal manner in conjunction with the review of the Motion Pictures Ordinance. Regulations should reflect N.W.T. community standards.	Department of Justice and Public Services	1987	1

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Industrial Health and Safety Regulations 2. To revise Industrial Health & Safety Regulations in order to improve workers effective right to know what substances they are being exposed to and how to protect themselves by: 1) Requiring employers to have information at work sites on hazards in the workplace. 2) Improved labelling of potentially toxic substances. 3) Education on rights of workers to refuse to do dangerous work and protective measures to reduce levels of exposure.	Standards in the workplace for toxic substances are established at levels considered adequate to protect a healthy male working eight hours a day. These levels are frequently high enough to be injurious to reproductive health of both men and women. Women during pregnancy are at particular risk because of the effects of exposure of some substances on the fetus. Information should be available for women to protect themselves and their unborn children and make educated decisions about continuing employment while pregnant. When scientific data can support such measures,	Revisions should be drafted and public input sought prior to approval by the Commissioner. If changes to the Ordinance are required normal review processes would be followed.	Department of Justice and Public Services	1985	2

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
	standards in the work-place should be at a level sufficient to protect the fetus.				

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Future Consideration					
1. Spousal Assault Task Force Recommendations - 3 Year Action Plan To review proposals and recommendations for implementation of programs to deal with spousal assault in a three year action plan.	This is an important territorial and national problem, affecting the physical and mental health of women, children and men.	Designated departmental officals and committees will develop a 3 year Action Plan. Review of recommendations and funding allocations through normal decision-making processes.	Ministerial Committee and Minister Responsible for the Status of Women.	1985	1
2. Mental Health Program Evaluation To conduct an evaluation of the adequacy of the mental health delivery services in N.W.T. and make recommendations on: 1) Appropriate roles of professional, para-professional and other community resources including self-help groups. 2) Procedure for providing service delivery. 3) Training requirements.	Although mental health services affect both men and women, in addition to personal needs for services, women are frequently the victims of inadequate services in the form of family violence, sexual abuse, alcohol and drug abuse, teen suicide. Changing	Evaluation should be undertaken and recommendations forwarded to Executive Council for approval and funding allocation.	Department of Health	1985-1986	1

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4) Funding requirements for alternative methods of delivery. 5) Transfer of all responsibility in this area from Health and Welfare Canada.	roles of women, particularly in light of the impact of resource development and general modernization, have increased stress. There are many indications that current services are inadequate: rate of teen suicide, alcohol and drug abuse, spousal assault, child abuse, back log of cases of mental health team in Yellowknife.				
3. <u>Alcohol and Drug Abuse Treatment and Prevention</u> To undertake research into the the special needs of women in alcohol and drug abuse and develop awareness and rehabilitation programs to meet these needs.	Alcohol and drug abuse problems in the North are in epidemic proportions. Although treatment facilities are open to both women and men on an equal basis, the problems for women are	The Department of Social Services would identify this need to the Alcohol and Drug Co-ordinating Council. The Council should decide how these programs will be undertaken. If	Department of Social Services	1985	2

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
	different. One apparent difference is that women generally seek help in a more deteriorated physical and emotional state. Social pressure and the opportunity to hide the problem as a homemaker contribute to this. This difference has at least two program implications: 1) Women have special counselling needs. 2) More awareness programs need to be directed at the woman who abuse alcohol or drugs, encouraging her to seek help earlier. Limited resources are currently directed at these problems.	additional resources are required and funding is not available within the Department of Social Services, a proposal should be developed for Executive Council and F.M.B. review.			

ACTION PLAN FOR WOMEN

Priority: Health

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
4. Research on Women's Issues A proposal for increasing the research capacity of the Women's Secretariat should be presented for Executive approval.	The UN documents identify research into the status of women as a mental health issue for women. The capacity for the Women's Secretariat for research is limited. Because of the unique conditions in the North, research done in Southern Canada and U.S. is frequently not applicable.	Submission of proposal through normal channels for Executive Council review at the same time as general staffing requirements in the Women Secretariat are reviewed.	Women's Secretariat and Minister Responsible for Status of Women	July 1985	2

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Women in Public Life

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Immediate Action	1. Appointments of Women to Boards	All Ministers	1985-89	1
	2. Talent Bank of N.W.T. Women	Department of the Executive (Women's Secretariat)	1985-89	1
	3. Local Housing Authority & Association Appointments of Women	Minister Responsible for Housing	Immed-iately	2
	4. Appointments of Women to DIZ Groups	Minister Responsible for Energy Mines & Resources	Immed-iately	2
Future Consideration	1. Affirmative Action - Women in Policy and Decision-Making	Equal Employment Directorate	1986-89	1
	2. Day Care Expenses for Board Members	Department of Finance	1985	2

ACTION PLAN FOR WOMEN

Priority: Women in Public Life

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action					
1. Appointment of Women to Boards Appoint women to public boards to ensure women are more equitably represented by increasing their representation where vacancies occur. Reasonable balance of men and women on each board should be considered as well as considering women for chairperson positions.	Women are currently under represented, comprising 29% of Board members. Currently there is only one female chairperson on 28 Boards.	Minister making appointment to Boards will find interested and qualified women for these positions with assistance of Talent Bank recommended in this Plan of Action.	All Ministers of Executive Council	1985-1989	1
2. Talent Bank of N.W.T. Women Establish a Talent Bank of N.W.T. Women and their skills and experience to identified qualified women for appointments to Boards.	This may be required to meet targets for appointments to Boards. Ministers should not be restricted by names in the Bank.	Talent Bank should be maintained by Women's Secretariat by: 1) Advertising establishment of Bank and requesting women to forward names and brief resumes. 2) Women's organizations should be	Women's Secretariat	1985-1989	1

ACTION PLAN FOR WOMEN

Priority: Women in Public Life

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
		contacted by letter to nominate individuals, providing brief resumes. 3) Insert resume form in pay cheques for identifying employee interest in Boards. 4) Contact major employers, and employee unions			

ACTION PLAN FOR WOMEN

Priority: Women in Public Life

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. L.H.A. Appointments of Women To advise Local Housing Authorities & Associations to consider male/female balance of the board when making recommendations for appointments to their Local Housing Authorities and Associations.	Local Housing Authorities & Associations have power to recommend appointment of new members from the community without election. Women should have an equal opportunity to participate in this area.	Letter should be sent to all Local Housing Authorities & Associations from the Minister Responsible asking them to consider this criteria while making recommendations for appointments. Results should be monitored.	Minister Responsible for Housing	Immediately	2
4. Women on DIZ Groups Encourage Development Impact Zone Groups to include women.	Resource development has important impact on employment opportunities and quality of life for women. Their interests should be considered in advice to government on these issues.	DIZ Groups should be encouraged to include at least two women in each group by the Minister writing to the Chairpersons of existing DIZ Groups informing them of the importance of this representation and his expectations that such representation be included.	Minister Responsible for Energy, Mines & Resources and Energy Mines & Resources Secretariat	Immediately	2

ACTION PLAN FOR WOMEN

Priority: Women in Public Life

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Future Consideration Women in Policy and Decision-Making in the Public Service 1. Include in an affirmative action program for women representation of women at all policy and decision-making levels, particularly in priority areas of education, health, and employment.	Participation of women in policy and decision making is unlikely to increase to satisfactory levels without special measures. Increase in past ten years was less than 5% of senior managers.	The essence of this program is identification of qualified women vs men in general population and establishing targets for their entry into decision-making positions over a five-ten year period. Program to be undertaken in conjunction with other aspects of Affirmative Action for Women.	Equal Employment Directorate	April 1, 1986-1989	1

ACTION PLAN FOR WOMEN

Priority: Women in Public Life

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
2. Day Care Expenses for Board Members To amend the Financial Administration Directive on Honoraria for members of public boards to include reimbursement of women and men qualifying for honoraria for extraordinary child care expenses incurred in order to attend board meetings.	Child care costs should not prevent women or men from participating on public boards. The per diem honoraria does not always compensate the member for loss of wages. The additional burden of child care expenses, especially when extensive travel is required to attend meetings, may discourage or prevent some women from serving on boards.	The Directive should be revised by the Department of Finance and presented to the Financial Management Board for approval.	Department of Finance	1985	2

FIVE YEAR ACTION PLAN FOR WOMEN

SUMMARY

PRIORITY AREA: Legislation

Group	Action Item	Responsibility Centre	Timing	ACSW Priority
Immediate Action	1. Sexist Language in Legislation Eliminated	Department of Justice & Public Services	1985-89	2
Legislative Review	1. Equality Audit Amendments to Legislation	Department of Justice & Public Services	1985 as scheduled	1
	2. Family Law Revisions	Department of Justice & Public Services	1985-87	1
	3. Legal Recognition of Common Law Partnerships Studied	Department of Justice & Public Services	1985-87	2

ACTION PLAN FOR WOMEN

Priority: Legislation

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
Immediate Action					
1. Sexist Language in Legislation To amend acts and regulations to remove any Sexist Language at the time these documents are amended for content. New acts and legislations should not include such usage.	Sexist words connotating men rather than persons indirectly indicates that men are superior to women even though separate articles state that the masculine term applies equally to both sexes.	Lawyers drafting legislative changes will make the required changes as a matter of policy for Legislative Assembly or Commissioner's approval.	Justice & Public Services	1985-1989	2
Legislative Review					
1. Equality Audit Amendents to Legislation To introduce legislation to comply with equality provisions of the Charter of Rights and Freedoms as soon as possible.	Women should have their rights reflected in legislation at the earliest opportunity.	Preparation of legislative changes for Executive Council and Legislative Assembly review.	Justice & Public Services. Designated departments.	1985 as scheduled	1

ACTION PLAN FOR WOMEN

Priority: Legislation

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
2. Family Law Revisions To make recommendations for changes in legislation to simplify family law and to reflect marriage as an equal partnership, both social and economic.	In 1970 the Royal Commission on the Status of Women called on provincial governments to revise their laws to recognize the concept of equal partnership in marriage and equal distribution of assets that both worked and saved to acquire during marriage upon divorce. Matrimonial Property laws in N.W.T. have not been revised since 1974 and reflect this principle less than those of most provincial jurisdictions. Several sections of the Matrimonial Property Act have yet to be proclaimed. Family and	This study should be undertaken by Justice & Public Services. Input from the public and the Advisory Council on Status of Women should be sought. Legislation should be proposed to the Legislative Assembly following Executive Council review.	Department of Justice & Public Services.	1985-1987	1

ACTION PLAN FOR WOMEN

Priority: Legislation

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
	marriage law in respect to family name, guardianship rights in common law relationships, domicile, adoption rights, and maintenance of spouse upon separation are some other areas where N.W.T. legislation does not reflect marriage relationships as an equal partnership.				

ACTION PLAN FOR WOMEN

Priority: Legislation

Action Item	Rationale	Method of Implementation	Responsibility Centre/	Timing	ACSW Priority
3. Legal Recognition of Common Law Partnerships Studied To study the legal practice in Canada and other countries related to the recognition of common law relationships and recommend changes to laws or practices to eliminate any discrimination against women and children in this area.	With an increase in marriage breakdown, increasing numbers of men and women are involved in common law relationships. A pamphlet is currently under development which will outline for women their rights in these relationships. In recent years other jurisdictions in Canada and the U.S. have revised legislation and interpretation of legislation to increase the rights of common law partners during and upon death or termination of the relationship. G.N.W.T. should update its legislation in this regard.	This matter should be studied in conjunction with other aspects of family law. Legislation should be drafted and presented to the Legislative Assembly throught normal review procedures.	Department of Justice & Public Services.	1985-1987	2

MONITORING OF ACTION PLAN

The Five Year Action Plan will be monitored by:

1) Semi-annual reports by departments/agencies responsible for Action Plan items to the Minister Responsible for the Status of Women.

2) Semi-annual reports, to the Advisory Council on the Status of Women by the Minister Responsible for the Status of Women on progress on implementation of the Action Plan and subsequent consultation with the Advisory Council by the Minister.

3) Annual reports to the Legislative Assembly by the Minister Responsible for Status of Women on progress in implementing the plan.